



ORANGE COUNTY HEALTH CARE AGENCY



MEDICAL DIRECTOR,
CORRECTIONAL MEDICAL SERVICES

THE COMMUNITY



Located on the Southern California coast with a culturally diverse population of three million, Orange County enjoys a nearly perfect climate year-round. Visitors and residents alike have an abundance of world-class shopping, dining, and resort accommodations to choose from, as well as over 42 miles of beautiful beaches and coastline. In addition, the region offers a variety of amenities that are attractive to those with an active lifestyle. Enjoy jogging, bike riding, rollerblading, or just taking a leisurely stroll along the numerous boardwalks and piers. Take advantage of the opportunity to go boating, sport fishing or whale watching in the area's scenic harbors.

Orange County is home to some of the State's most popular attractions, including Disneyland, Disneyland's California Adventure, and Knott's Berry Farm. The 2002 World Series Champion Angels baseball team and the 2007 Stanley Cup Champion Anaheim Ducks NHL team are exciting choices for sports enthusiasts. Cultural venues are abundant, including the theater, symphony, orchestra performances, as well as world-class ballet and Broadway productions. A wide array of museums for children and adults are available, in addition to numerous parks, zoos, and championship golf courses.

Educational opportunities are plentiful, with two State universities – California State University, Fullerton and University of California at Irvine, plus several private colleges and four community college districts. There are over 60 high school campuses and enough elementary schools to educate one and a half million students. Many national corporate headquarters as well as leading technology and biomedical firms are located here. John Wayne Airport is conveniently located for travelers and commuters, and extensive bus and rail systems offer transportation solutions that help to enhance the area's quality of life.

Orange County offers a high quality of life, low crime rate, and excellent educational system. It is no wonder that Orange County is considered "the place to live the California dream."

ORANGE COUNTY – The Place to Work, Live and Play

The County of Orange is a regional service provider and planning agency whose core businesses include regional planning, public safety, environmental protection, public health, community services, and aviation. The County is governed by a five-member Board of Supervisors elected by district for four year overlapping terms. The Board appoints the Director of the Health Care Agency, who reports to the County Chief Executive Officer.

HEALTH CARE AGENCY

Consistent with the County's overall mission, the County of Orange Health Care Agency maintains and protects the health of its citizens through the planning, organization and coordination of public and private sector efforts to provide a safe and healthful environment and prevent the occurrence and spread of disease. There are four major service areas of the Health Care Agency, which include Medical and Institutional Health Services, Behavioral Health Services, Public Health Services, and Administration & Financial Services.

**For additional information,
please visit the Orange County HCA Homepage
at <http://www.ochealthinfo.com>**

CORRECTIONAL MEDICAL SERVICES

This program provides medical services to an adult inmate population housed within five separate correctional facilities. The program is staffed with dedicated professionals who are committed to providing quality health care to inmates in a 24 hour locked facility environment. Correctional Medical Services program staff, including the Medical Director, may in the course of providing routine or emergency nursing services be exposed to patients who are unresponsive, hostile or at risk and must exercise social skills in eliciting information necessary for the purpose of evaluating symptoms and determining appropriate treatments or referrals.

Current Issues and Priorities

Key issues and priorities facing Correctional Medical Services include:

- **Fiscal** – Due to uncertain State and County budgets, prudent use of resources and implementing efficiencies while maintaining standard of care will be a particular focus.
- **Quality of Care** – A major current emphasis for the program is revising the Quality of Care program and improving staff education.
- **Accreditation** – Maintaining and enhancing quality patient care, through professional accreditation of CMS. The Medical Director will evaluate and support/enforce appropriate accreditation programs, and lead related implementation efforts.



THE POSITION

The Institutional Health Services/Correctional Medical Services (CMS) Medical Director is responsible for the medical oversight of the five separate adult correctional jail facilities in Orange County, Juvenile Hall services, and Orangewood Children's Home (a protective custody facility for minors). The Medical Director has direct supervisory oversight for the Assistant Medical Director and administrative oversight for the CMS clinical physicians and Nurse Practitioners. This position oversees the medical care delivery system; provides medical consultation services for medical and/or ancillary staff; develops medical protocols, policies and procedures; is responsible for infectious diseases control (TB, H1N1, AIDS, etc.); has oversight of utilization review for a multi-million dollar hospital contract; organizes external chart review; is called upon to testify in court; is Chair of the Institutional Health Services Quality Assurance Board; ensures the program and medical staff are in compliance with Title 15; provides leadership in working towards achieving Accreditation with the Institute of Medical Quality; has budgetary oversight of the assigned program; and prepares written performance evaluations for subordinate staff. In addition, the Medical Director develops and maintains a close working relationship with the pharmacy, nursing staff, mental health staff, management and security staff from the Orange County Sheriff's Department, Orange County Probation, and the Social Services Agency.

IDEAL CANDIDATE

The Medical Director will be a talented physician who possesses in-depth administrative and management skills. Key attributes for this position include the ability to develop and articulate a vision for the delivery of care, provide leadership to the program, seek best practices, and develop and implement solutions to improve efficiencies, policies and procedures. In addition, during these challenging budgetary times, continuous monitoring and evaluating of the budget with a focus toward cost savings and identifying process improvement areas is incredibly important, as well as bringing creative energy and ideas to Correctional Medical Services in order to enhance the collaborative and solid work environment that already exists.



Experience

Five years of increasingly responsible experience as a physician which would have developed the medical and administrative skills related to the knowledge and abilities listed previously.

Minimum Qualifications

License Required: Possession of a valid Physician's and Surgeon's certificate issued by the Board of Medical Examiners of the State of California or the Board of Osteopathic Examiners of the State of California.

Pass an extensive background check administered by the Orange County Sheriff's Department. This process includes but is not limited to: check of Criminal History, check with Department of Motor Vehicles, Financial status, Employment History, Drug and Alcohol activity, review of all required documents, and validation of supplied references.

Essential Computer Skills

Have the computer skills to send emails, prepare documents, policies, procedures, and protocols, etc. using supplied Microsoft computer programs.



Desirable Qualifications

Knowledge of the correctional medical care delivery system or related health care systems, the Institute of Medical Quality Accreditation process, and a degree in Public Health are desirable. Emergency Room experience and/or Infectious Disease related experience are also desirable.

Abilities

Perform and oversee the provision of medical diagnosis and treatment plans; organize, direct and evaluate the medical component of the County's correctional facility and work of assigned staff; plan and prepare medical protocols; analyze and interpret health or medical data; budgetary oversight; hospital utilization oversight; monitor and evaluate the effectiveness of the medical component of the County's correctional facilities; have essential computer skills to effectively communicate with

staff and management, and compose documents and protocols; remain current on medical treatments and systems; testify in court; effective communication skills; collaborate with medical peers in the Health Care Agency divisions and programs; and maintain effective relationships with staff, patients, and correctional facilities partners.

Accreditation

Maintaining and enhancing quality patient care, through professional accreditation of CMS. The Medical Director will evaluate and support/enforce appropriate accreditation programs, and lead related implementation efforts for accreditation from IMQ.

COMPENSATION AND BENEFITS

The salary range for this position is \$115,294 to \$184,745 annually (appointment in the range dependent upon experience and qualifications), plus a comprehensive benefits package that includes:

- 12 paid holidays per year, plus generous annual leave benefits
- Various Health Plans from which to choose
- Dental (100% paid for self and dependents)
- Paid Life Insurance: \$100,000 life insurance policy
- Paid AD&D Insurance: \$100,000 insurance policy
- \$3,500 annually – Optional Benefit Plan
- County Retirement is under the 1937 County Employee Retirement Law with an enhanced benefit of 2.7% at age 55 years
- Deferred Compensation Program
- \$3,000 Annual Educational and Professional Reimbursement

APPLICATION AND SELECTION PROCESS

To be considered for this excellent career opportunity, please submit your resume, five work-related references, and current salary to:



Christine Iams
CPS Executive Search
241 Lathrop Way
Sacramento, California 95815
Tel: 916-263-1401
Fax: 916-561-7205
E-mail: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

This recruitment will be open until the needs of the County are met. Please apply immediately as the recruitment may close at any time. Resumes will be screened as they are received in relation to the criteria described. Top candidates will be invited for an interview. Candidates who are selected after being interviewed must complete a thorough background investigation conducted by the Orange County Sheriff's Department. The Orange County Sheriff Departments' background check includes but is not limited to: check of Criminal History, check with Department of Motor Vehicles, Financial status, Employment History, Drug and Alcohol activity, review of all required documents, and validation of supplied references.